

**NATIONAL SECURITY AGENCY
CENTRAL SECURITY SERVICE
FORT GEORGE G. MEADE, MARYLAND**



NSA/CSS DIR. NO. 10-3*

DATE: ~~22 October 1986~~ 22 Oct 86

NSA/CSS DIRECTIVE

DELEGATION OF AUTHORITY TO THE DEPUTY DIRECTOR FOR ADMINISTRATION

SECTION

RESPONSIBILITIES.....	I
AUTHORITIES.....	II
LIMITATIONS.....	III
REDELEGATION.....	IV

SECTION I - RESPONSIBILITIES

1. The Deputy Director for Administration (DDA) is a principal staff officer and advisor to the Director, NSA/Chief, CSS (DIRNSA/CHCSS), and is responsible for the management of matters relating to personnel administration, career development, health services, travel and special support, and security (exclusive of communications security and computer security) for the NSA/CSS work force worldwide. In this capacity, DDA organizes, directs; and manages the Administration Organization, and provides technical guidance and support to the Military Departments on military cryptologic career development plans and programs.

SECTION II - AUTHORITIES

2. The DDA is delegated authority to exercise certain statutory and administrative powers vested in the DIRNSA/CHCSS by the Secretary of Defense. Specific delegations of authority are contained in the Annex to this Directive.

*This Directive supersedes NSA/CSS Directive 10-3, dated 16 April 1981.

OPI: DDA (M04, 963-5901s)

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SECTION VI - SECURITY ADMINISTRATION

1. ~~Grant security clearances and authorize persons access to classified defense material and information~~ under the custody and jurisdiction of the NSA/CSS. (DoD Directive 5210.45)

2. Authorize the provisional employment of persons pending completion of a full field investigation provided that such persons are not given access to sensitive cryptologic information. (DoD Directives 5100.23 and 5210.45)

3. ~~Waive the provisions of DCID No. 1/14 which require that:~~

a. Both the individual and the members of the individual's immediate family shall be U.S. citizens. (DCID No. 1/14)

b. The members of the individual's immediate family and persons to whom the individual is bound by affection or obligation should neither be subject to physical, mental, or other forms of duress by a foreign power, nor advocate the use of force or violence to overthrow the Government of the United States or the alteration of the form of Government of the United States by unconstitutional means. (DCID No. 1/14)

4. ~~Determine eligibility and indoctrinate personnel of the NSA/CSS, and such other individuals as may be appropriate, for access to communications intelligence information and other Sensitive Compartmented Information (SCI) in accordance with directives of the Director of Central Intelligence.~~ (SISR, DCID Nos. 1/14 and 1/19)

5. ~~Authorize the limitation or temporary suspension of access to classified cryptologic information or SCI for personnel employed in, assigned, or detailed to the NSA/CSS.~~ (DoD Directives 5100.23 and 5210.45)

6. Request or conduct personnel security investigations, and other such investigations as necessary, to ensure the security of the Agency, its installations, authorized activities, information, or personnel. If the preliminary results of an investigation confirm the existence of counterintelligence issues, the case will be referred to the Federal Bureau of Investigation or appropriate military service for action. (E.O. 12333 and DoD Directive 5100.23)

Annex to
NSA/CSS Dir. No. 10-3
dated 22 October 1986

A-9

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7. Authorize in accordance with DoD Directive 5210.48 the conduct of polygraph examinations. This authority may not be redelegated to an official other than the Director of Security.

8. Authorize the release of substantive information developed during a polygraph examination to officials of the Department of Defense, other Federal agencies, or State law enforcement organizations when consistent with the provisions of law and Executive Order. (DoD Directive 5210.48)

9. Establish and prescribe security requirements for release, use, or development of SCI in contracts with industrial-commercial facilities, and conduct security inspection at sites where NSA/CSS contractors are performing work on NSA/CSS contracts involving cryptologic information. (DoD Directives 5100.23, 5220.6 and 5220.22)

10. Establish and prescribe necessary security regulations for the protection of property and places under the jurisdiction of the DIRNSA/CHCSS in accordance with 50 U.S.C. 797 (Internal Security Act), and conduct security inspections of such places to ensure compliance. (E.O. 12333 and DoD Directive 5100.23)

11. Designate and authorize civilian employees to carry firearms in connection with official business and in accordance with DoD policy. (DoD Directive 5210.66)

Annex to
NSA/CSS Dir. No. 10-3
dated 22 October 1986

A-10

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*Response to staffing question**10/81**4
2
7*

for journeyman level jobs in certain hard to fill trades and crafts specialties.

In addition to internal training through the National Cryptologic School, NSA offers the Advanced Studies Program, the NSA/CSS In-House College Program, the Directed Studies Program, the NSA/CSS Undergraduate Training Program and NSA/CSS Graduate Fellowship Program, the College Correspondence Courses, and the Part-Time Electronic Technician Program.

6. Identify major areas of competition in the market place and assess Agency's competitive status for critical skill hires.

NSA's major competition for engineers, computer scientists, and mathematicians comes from high tech industry. We have some competition for Slavic, Mid and Far Eastern linguists from other government agencies and from the financial community.

Agency salaries, educational opportunities, and benefits are on a par with most competitors. In fact, in a 1988 survey of 2,000 readers of "Graduating Engineer", NSA ranked as one of the top 25 employers in four categories: Computer Science/ Engineering, Electrical/Electronic, Electrical, and Electronic Engineering.

7. Describe any cooperative efforts with other Intelligence Community agencies as regards hiring.

In compliance with the Privacy Act, NSA is not, at present, involved in any cooperative hiring efforts. Participation in such an effort would require a change in NSA's Privacy Act notice to advise applicants of the use of this information.

8. What is the impact of pre-employment processing requirement on the Agency hiring program, especially for critical skill occupations.

The impact of pre-employment requirements is minimally documented except for the rare individual who objects to the psychological assessment and/or polygraph interview, and those applicants declared ineligible for an interim security clearance. If a complete background investigation is required before we can extend an offer of employment, the waiting period can lengthen considerably. The longer the wait for a job offer, the greater the potential for losing an applicant to another employer.

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